

**Biology Instructor - Tenure Track
Cabrillo College**

Direct Link: <https://www.AcademicKeys.com/r?job=269618>

Downloaded On: Dec. 19, 2025 10:29pm

Posted Dec. 18, 2025, set to expire Feb. 4, 2026

Job Title Biology Instructor - Tenure Track
Department Biology
Institution Cabrillo College
Aptos, California

Date Posted Dec. 18, 2025

Application Deadline 02/04/2026

Position Start Date Available immediately

Job Categories Lecturer/Instructor

Academic Field(s) Sciences - Biological

Apply Online Here <https://apptrkr.com/6800668>

Apply By Email

Job Description

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Biology Instructor - Tenure Track

Cabrillo College

Salary: See Position Description

Job Type: Full-time (100%)

Job Number: 2025-02086

Closing: 2/4/2026 11:59 PM Pacific

Location: Aptos, CA

Department:

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Biology

Please apply for this job directly on the Cabrillo College job opportunities page [here](#).

Employment Opportunity

Join our organization's amazing educational environment as part of our ongoing commitment fostering diversity, equity, and inclusion via our **CLUSTER HIRE** process. We seek to bring together a group of exceptional individuals to collectively contribute to our college's diverse intellectual and cultural experience. Applicants must satisfy the DEIA+ criteria per the job announcement's supplemental questions. Read more about the [CLUSTER HIRE PROCESS here](#).

College Commitment to Equity and Diversity: The **ideal** candidate shares and participates in Cabrillo's commitment to the values of diversity and equity while serving its socioeconomically and ethnically diverse student community. For the 2024-2025 Academic Year, 61% of Cabrillo students are members of minoritized populations, identifying themselves as LatinX (51.25%), Multi Ethnic (6%), Asian (2.5%), Black Non-Hispanic (1%), Filipino (0.87%), American Indian/Alaskan Native (0.21%) and Pacific Islander (0.16%). Cabrillo is proud to be an Hispanic Serving Institution, enrolling 51% Hispanic students, and recent data indicates that the college has closed the achievement gap for graduation success (50% of graduates are Hispanic). The college is dedicated in its efforts of diversity, equity, and inclusion, having established Board goals of supporting antiracism efforts and promoting a year-long equity reading certificate program for faculty, staff, and managers.

Starting Salary Range: This full-time, tenure track instructor will enjoy a **175-Day** work schedule. ranging from **\$70,350 to \$107,987** per year, salary is determined by applicant's documented education and experience. Maximum initial salary step placement on the **175-day Faculty Salary Schedule** step 9. An annual doctoral stipend of \$4,697 is granted to eligible faculty.

Excellent benefits, including quality health insurance at a *LOW COST for you and your family! Comprehensive benefits include medical, dental, life, short and long term, and vision (optional) insurance provided at a share of cost on a pretax basis, CalSTRS Retirement and an Employee Assistance Program. Benefits begin the first day of the second month of employment. ***In many cases full-time employee net out-of-pocket for benefit premiums may be as low as \$0 depending upon the plan selected. More information can be found on the [Benefits webpage](#) on the HR webpage.**

About This Opportunity: The position begins on **Monday, August 17, 2026** pending Governing Board ratification. Classes may be in a traditional "in class" setting, online, or hybrid format scheduled over

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summer and/or winter months, and at various campus locations, including days, evenings, and/or weekends. The primary responsibilities of this position will be teaching *Human Anatomy and Physiology*, with an ability to teach any other course offered by the biology department.

Faculty actively participate in curriculum development, program planning, and serves on participatory governance committees. Cabrillo provides excellent opportunities to learn, collaborate, create, and make a difference in the lives of its diverse student body and community.

About Us: Cabrillo College is honored to participate in the California Guided Pathways project helping students achieve their educational goals, and is highly regarded for its success of transfer and career education. The college is proud to enroll over 11,400 students each semester, and many of our students transfer to nearby universities - the University of California at Santa Cruz, San Jose State University, and California State University at Monterey Bay.

On October 21, 2024, Cabrillo College was ranked ***the best community college in California***, based upon a study released by SmartAsset in the *Miami Herald*, and in the same study was ranked 37th overall in the United States. *Join us as we shape futures together!*

About Our Community: While Santa Cruz is primarily known as "Surf City" for our beaches and surfing, we have so much more to offer! Our cozy little county has famous coastal redwoods; the spectacularly scenic San Lorenzo River Valley; well-known coastal beaches; and our abundant agricultural south county. Aside from our miles of beaches, we have multiple state parks, two colleges, wineries, a delicious agriculture and food scene, a symphony, the last major seaside amusement park on the West Coast, an NBA-G League team (go, Warriors!), museums, a national repertory Shakespeare company, and more that virtually guarantee something for everyone. Find your professional and personal well-being here at Cabrillo in our celebrated community!

About the Department: The Biology Department consists of six full-time faculty members, approximately ten associate faculty members, three science laboratory coordinators, and a varying number of student workers. We support the Cabrillo College Mission and the Guided Pathways Initiative by serving a large and diverse population of students with multiple educational needs. We offer transfer level, pre-professional, career technical, and general education courses in the life sciences. As a department and as individuals, we strive to create an equitable student-centered learning environment in the classroom, making every effort to keep current with the latest discoveries in the Biological Sciences and to use the most effective teaching techniques available. Our ultimate aim is to serve a diverse student community by providing courses of high academic standards so that students may attain their personal and professional goals. In addition to the direct support of teaching

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biology courses, our staff and faculty are highly involved in scholarly pursuits and community activities. These activities include scientific research, authorship, community outreach, professional development, and collaboration with other institutions.

[Click here to learn more about our Biology Department](#)

[Click here to learn more about the School of Science, Technology, Engineering, & Mathematics \(STEM\)](#)

Examples of Duties

- Teach assigned classes at both the Aptos and Watsonville campuses, which may include evenings
- Human cadaver dissection in preparation for teaching Human Anatomy
- Provide mentorship to students in a variety of contexts
- Cross departmental collaboration across campus
- Maintain currency in discipline knowledge and teaching methodologies
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathway
- Maintain timely and accurate records of student enrollment, attendance, and academic progress
- Provide academic assistance and related services to students during scheduled office hours
- Cooperate with and participate as may be required in District investigations and/or student grievance matters of alleged unlawful harassment, discrimination, and retaliation
- Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff
- Complete required District trainings such as Title IX, Mandated Reporter, EEO/Diversity/Elimination of Bias, Workplace Safety, etc.

Minimum Qualifications

Required Education from a U.S. Department of Education-recognized accredited organization and licensure qualifications:

- Understanding of, and sensitivity to, the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation, of community college students, faculty, and staff **AND**

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- Master's in any biological science OR
- Bachelor's in any biological science AND Master's in biochemistry, biophysics, or marine science
OR
- A lifetime California Community College Instructor Credential in Biology **OR**
- **THE EQUIVALENT**
 - The state of California has established minimum qualifications for academic positions in California Community Colleges to promote professionalism, instructional integrity, and academic rigor. Each discipline has specific, approved degree majors that are listed above. **You must complete, sign, and attach an Equivalency Form with your application if your degree major does not match one of the disciplines listed above.** This form allows Cabrillo College's Equivalency Committee to review your education and/or professional experience to determine whether it is equivalent in level, content, and rigor to the required degree. Applications cannot be considered without a completed Equivalency Form, ***even if your degree is closely related.***
 - **For example:**If the Minimum Qualifications (MQs) list a *Master's in Geology, Geophysics, Earth Sciences*, and your degree is in *Geosciences* or *Earth and Environmental Studies*, you must request equivalency by submitting the form with your application.

TO REQUEST EQUIVALENCY:

- Complete the **Equivalency Form** and attach it to your application
 - Be sure to attach **supporting documents** - such as unofficial transcripts, course descriptions, certificates, or verification of professional experience.

Still completing your degree?

- Applicants currently finishing their degree(s) are welcome to apply! However, they must also submit an **Equivalency Form** with unofficial transcripts.
- This requirement also applies to applicants who have completed all coursework but are **awaiting official degree conferral**.

Required Professional Expertise:

- Currency and depth of knowledge in the applicable professional field, curriculum development,

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review and assessment of student learning outcomes

- Knowledge and understanding of programs such as Guided Pathways, that address commitment to equity-minded and culturally responsive teaching strategies enhancing student success
- Work cooperatively and demonstrate sensitivity to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students, administrators, faculty, and staff
- Strong verbal and written communication skills, and proficient use of technology
- Evidence of professional activities and service beyond primary teaching assignments

Required Discipline Specific Requirements/Licensure:

- Demonstrated ability to teach courses or perform duties effectively as described above
- Knowledge of safe laboratory and teaching practices
- Ability to coordinate with classified professionals, environmental health professionals, and other instructors

Required Qualifications/Performance Expectations:

- Demonstrated ability to communicate well with students of diverse academic, ethnic, socioeconomic, and cultural backgrounds; gender identities, sexual orientations; and students with disabilities
- Development and review of curriculum
- Demonstrated ability to critically reflect on institutional and teaching practices that aim to increase cultural responsiveness
- Knowledge and understanding of safe laboratory working practices with Chemicals and Biohazards

Desired Qualifications/Performance Expectations:

- Experience teaching human anatomy with cadavers and cadaver dissection
- Demonstrated pedagogical training in culturally responsive teaching strategies enhancing student success specific to Biology
- Successful online teaching experience.

Additional Information

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APPLICATION PROCESS

1. Complete the application with a minimum of three (3) professional references and answer **all** supplemental questions (do not copy/paste from your application or resume, indicate "See x", or "Provided upon interview"); provide detailed information to aid in determining the minimum qualification requirements have been met
2. Attach a resume or CV detailing teaching and professional work experience
3. Attach one of the following:
 - Unofficial transcripts from all colleges attended displaying any degrees conferred (copies, photos, and downloads are acceptable; diplomas and certificates are not). Foreign transcripts must be evaluated for U.S. equivalency and attached (at the applicant's expense) - [click here](#) for more information **OR**
 - A Copy of a lifetime California Community College Instructor credential in **Biology**, front and back (if applicable) **OR**
 - A completed and signed Equivalency Form, with any attachments, as needed - [click here](#). Refer to the equivalency information listed in the Minimum Qualifications area to determine whether this form is necessary.

Please note: All application materials must be received by 11:59 pm on the closing date indicated above. Once submitted, applications are unable to be amended and will require a new application for revisions.

Attention Applicants

Only completed applications with the above required attached documents will be reviewed. Application materials not listed above (such as cover letters, letters of recommendation, statements, etc.) will not be reviewed by the committee. Applicants need to remove personally identifiable information such as photos of themselves, social security number, birth year, age, and gender from application materials. Expenses related to the general application process (obtaining/translating documents, etc.) are the responsibility of the applicant. Cabrillo College may provide a travel reimbursement to eligible candidates based on travel distance. A candidate is eligible for travel reimbursement when they have participated in an in-person interview for first- and/or second-level interviews and distance. **We are unable to sponsor any work visas.**

Questions? Concerns? Please contact HR at cabrillohr@cabrillo.edu as Departments, Divisions, and Committee Members are unable to discuss active recruitments with potential candidates.

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Selection Procedure

Meeting the posted requirements is not a guarantee of an interview. A written performance exercise and/or teaching demonstration/presentation may be a part of the interview. Finalists will be invited to return for a second interview. All notifications will be via email, AND by accessing your application profile. Initial interviews are tentatively slated for March 2026, but are subject to change.

Conditions of Employment

Candidates given a conditional offer of employment are required to submit tuberculosis screening clearance results, official transcripts, proof of eligibility to work in the United States, and present their Social Security card upon hire for payroll purposes. Cabrillo is an E-Verify employer.

EEO Statement

Cabrillo College is an equal opportunity employer seeking a diverse pool of qualified applicants. The policy of the College is to encourage applications from all persons. No person shall be denied employment because of ethnicity or race, color, sex or gender, gender identity, gender expression, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status, or protected veteran status.

Accommodations

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Human Resources at cabrillohr@cabrillo.edu.

To apply, please visit <https://www.schooljobs.com/careers/cabrilloedu/jobs/5173485/biology-instructor-tenure-track>

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Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

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